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Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

MAPPING CAREER PATHWAYS GUIDE

TO SUPPORT THE WORKFORCE PLANNING TOOLKIT



1. Introduction

This guide has been developed to support the workforce planning toolkit. It has been designed to help specifically with mapping the career pathways for a specific profession/work area to help identify gaps in supporting career development either within your organisation/department or from an education perspective to inform training and development plans as part of your workforce plan, it can also help to support succession planning.

The mapping exercise on page 2 will help you to define your career pathway and at each stage to identify the education and development requirements, which in turn will help to identify the education, training and development that would support your career pathway. If you are completing this for a multidisciplinary workforce plan you may need to complete more than one pathway e.g. for a specific service you may need several such as one each for nursing; administrative; therapists etc.

Once you have completed the mapping exercise on page two you will be able to identify the education, training and development requirements that will need to be incorporated into your workforce plan.

Once you have identified the requirements you should speak to your learning and development lead or clinical lead to identify the education and training available that can meet your requirement. There are a number of options on how you can do this e.g. through internal development programmes or via external providers. If there isn't anything suitable available but was something that would benefit a wider group of staff across other NHS organisations it could be developed on an all Wales basis supported by HEIW.

Mapping Career Pathways

The purpose of this document is to help you map the career pathways for a specific profession/work area and to help identify gaps in supporting career development either within your organisation/department or from an education perspective. The levels below are aligned to education/qualification levels (not NHS pay bands) and can help you to develop career pathways within your department/organisation as well as supporting succession planning. You will also find a range of useful links to helpful guidance and information to support you on page 2.

External Pathway Entry Points What are the external qualifications required and who are your education partners e.g. Universities/colleges?								
Education Level	Work Experience and Education Level 2 (GCSE Equivalent)	Education Level 3 (A level equivalent)	Education Level 4 e.g. foundation degree or certificate of higher education	Education Level 5 e.g. Graduate Trainees	Education Level 6 e.g. Postgrad Entries	Education level 7 e.g. Physicians Associate and other career entry points	Education Level 8 e.g. Medical Staff, and other career entry points	Education Level 9 e.g. Medical Staff, and other career entry points
Role Type	e.g. Assistant	e.g. Senior Assistant	e.g. Associate Practitioner/ Officer	e.g. Practitioner/ Officer	e.g. Enhanced Practice/Senior Officer	e.g. Advanced Practitioner/ Manager	e.g. Consultant Practitioner/ Senior Manager	e.g. Consultant /Director
Your Organisation Roles (there may be more than one at each education level for some career pathways)								
Internal Pathway Entry Points What education and development for existing staff do you provide e.g. Apprenticeship/Work Based Learning ILM, CPD, advanced practice etc.								

Organisation Processes to support development across all levels e.g. Talent Management Processes, Appraisal, Coaching and Mentoring, Statutory and Mandatory Training	Who do you work in partnership with? e.g. Universities/Colleges/Schools, Profession Partners, HEIW, Training Providers, Sector Partners (Social Care, Council, Fire, Police etc.)
Opportunities to engage with potential candidates What opportunities do you already have, or need to develop e.g. work experience, community links, engagement with supported recruitment agencies, career days etc.	What organisation strategies enable and inform? e.g. Organisation workforce plans, People Strategies, Workforce Information & Benchmarking, OD Strategies, Education and Training Strategies & Procedures

Useful Guidance and Information (Ctrl + Click to follow links)

[Link to HEIW Education and Development](#)

[Link to the Credit and Qualifications Framework Wales](#)

[Link to Consultant Pharmacist Roles](#)

[Link to Framework for the Development of Consultant Practitioner Posts](#)

[Link to All Wales Delegation Guidelines](#)

[Link to Advanced Practice Framework for Nursing, Midwifery and AHP's](#)

[Career Framework for Healthcare Support Workers](#)

[Link to Role Re-design in NHS Wales](#)